

**UFF-UCF Council Meeting  
Tuesday, January, 2011  
Minutes**

**Present:** Tom Auxter (guest), Mason Cash, Steve Chicurel, Kristin Congdon, Keith Folse, Barbara Fritzsche, Jim Gilkeson, Mark Johnson, Donna Malvey, Jason Martin, Shelley Park, Blake Scott, Kathryn Seidel, Stan Smith, Dawn Trouard, Beth Young

The meeting commenced at 12:15.

1. **Approval of Minutes from December 14, 2010:** Minutes approved

2. **Announcements:**

- a. UFF Senate meeting February 26<sup>th</sup> and 27<sup>th</sup>
- b. On February 13<sup>th</sup>, Valerie Wilkes will be coming to do membership
- c. Council elections upcoming in Spring. Please let Kathryn Seidel know if you would like to be nominated for a post you are not currently occupying or if you will be resigning from a current position.

3. **President's Report (Seidel):** Kathryn Seidel introduced UFF President, Tom Auxter. Auxter noted that Florida was among eight states on FEA's "most threatened" list. Support has been earmarked for us, but local faculty will need to do the leg work. Discussion ensued concerning strategies for a) lobbying legislative members; b) legal appeals; and c) membership recruitment. Enhancing our membership is especially important at this juncture.

4. **Treasurer's Report (Smith):** We are in good shape.

The reconciled balances in the Credit Union as of 12/10/10 are below.

Savings	\$ 100.27
Checking	2,391.83
Money Market	31,593.06
Certificate	11,593.15(matures 7/7/11 at 1.10%)
Certificate	12,880.08(matures 6/17/11 at 1.20%)
Total	58,558.99

4. **Membership (Angley and Malvey):**

- a. Donna Malvey circulated material pertaining to a study finding that faculty unions have a positive effect on institutional decision making (Porter and Stephens 2010)
- b. Pat Angley noted procedural difficulties in getting new members signed up for payroll deductions

- c. Keith Folse was thanked for organizing another well-attended social.

**5. Bargaining Report (Gilkeson):**

- a. Article 10: The bargaining team continues to bargain Article 10. Numerous alternatives for evaluations have been provided to the administration, but none have been accepted to date.
- b. Salary equity: The bargaining team has raised the equity issue with regard to the \$1500 bonus other employees have received.

**6. Grievance Report (Congdon):**

- a. Grievances: Step Two decision on JL Vest case came on January 3<sup>rd</sup>. Discrimination was denied.
- b. Other issues reported: Teaching assignment, salary equity, equity with equipment, and regional campus assignment.
- c. Hostile work environment speaker/consultant: Kristin Congdon has discussed the possibility of co-sponsoring with Diversity Initiatives a visit by Tim Wise, either late this Spring in early next Fall. The council approved moving ahead with this and providing up to \$4000.00 to support this event.

- 7. Communication Committee (Martin):** Bargaining unit updates will be needed with the new e-mail system being adopted by UCF.

- 8. Old Business:** None.

- 9. New Business:** See President's Report above.

Meeting was adjourned at 1:45 p.m.

Respectfully submitted  
Shelley Park  
1/26/11